

High Bank Junior, Infant and Nursery School.

Governing Body Committee/Panel Terms of Reference

Terms of Reference - Staff Dismissal Panel

Governors should refer to the Pay Policy for their own school.

Name of Committee / Panel

Staff Dismissal Panel

Purpose

To consider matters relating to staff discipline.

This committee/panel is essential if the matter has not been delegated to the Head Teacher. It is generally thought inappropriate for employees to be members of these committees/panels.

Membership (With delegated powers)

The membership must not include the Head Teacher, staff governors. It is up to the governing body to determine whether or not associate members can be on a panel but must ensure they have the relevant skills and experience.

Quorum

Three governors

Terms of Reference

1. To decide any matter relating to staff grievance, disciplinary or competency procedures and issues involving dismissal, redeployment, or redundancy.